

**Salary Scales**

SCP	Job Evaluation Scores (GLPC scheme)	FTE SALARY	MONTHLY	HOURLY (National Living Wage £9.50 from 01/04/2022)	Hourly Living Wage £9.90 from 01/04/2022
<b>GRADE 1</b>					
1	1 - 247	20258	1688.17	10.50	
<b>GRADE 2</b>					
2	248 - 286	20441	1703.42	10.60	
3		20812	1734.34	10.79	
<b>GRADE 3</b>					
3	287 - 327	20812	1734.34	10.79	
4		21189	1765.75	10.98	
5		21575	1797.92	11.18	
6		21968	1830.67	11.39	
<b>GRADE 4</b>					
6	328 - 369	21968	1830.67	11.39	
7		22369	1864.09	11.59	
8		22777	1898.09	11.81	
9		23194	1932.84	12.02	
11		24054	2004.50	12.47	
<b>GRADE 5</b>					
11	370 - 409	24054	2004.50	12.47	
12		24496	2041.34	12.70	
14		25409	2117.42	13.17	
15		25878	2156.50	13.41	
17		26845	2237.09	13.91	
19		27852	2321.00	14.44	
<b>GRADE 6</b>					
19	410 - 454	27852	2321.00	14.44	
20		28371	2364.25	14.71	
22		29439	2453.25	15.26	
23		30151	2512.59	15.63	
24		31099	2591.59	16.12	
25		32020	2668.34	16.60	
<b>GRADE 7</b>					
25	455 - 499	32020	2668.34	16.60	
26		32909	2742.42	17.06	
27		33820	2818.34	17.53	
28		34723	2893.59	18.00	
29		35411	2950.92	18.35	
30		36298	3024.84	18.81	
<b>GRADE 8</b>					
30	500 - 544	36298	3024.84	18.81	
31		37261	3105.09	19.31	
32		38296	3191.34	19.85	
33		39493	3291.09	20.47	
34		40478	3373.17	20.98	
<b>GRADE 9</b>					
34	545 - 589	40478	3373.17	20.98	
35		41496	3458.00	21.51	
36		42503	3541.92	22.03	
37		43516	3626.34	22.56	
<b>GRADE 10</b>					
37	590 +	43516	3626.34	22.56	
38		44539	3711.59	23.09	
39		45495	3791.25	23.58	
40		46549	3879.09	24.13	
Other		0	0.00	0.00	

\* SCP 10, 13, 16, 18 & 21 are not in use

SCP	FTE SALARY	MONTHLY	HOURLY
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**JNC CHIEF OFFICERS (as at 1st April 2022)**

<b>OM2</b>			
1	50474	4206.17	26.16
2	53028	4419.00	27.49
3	55251	4604.25	28.64
4	57909	4825.75	30.02
5	60571	5047.59	31.40

<b>OM1</b>			
1	61247	5103.92	31.75
2	64542	5378.50	33.45
3	67839	5653.25	35.16
4	70955	5912.92	36.78
5	74217	6184.75	38.47

<b>Chief Officer/Assistant Director</b>			
1	92245	7687.08	47.81

<b>Chief Digital Officer</b>			
1	108553	9046.08	56.27

<b>Director</b>			
1	134747	11228.92	69.84

<b>Corporate Director</b>			
1	145816	12151.33	75.58

**JNC CHIEF EXECUTIVE (as at 1st April 2022)**

<b>Chief Executive</b>			
1	190091	15840.92	98.53

**NATIONAL MINIMUM WAGE (as at 1st April 2022)**

<b>NMW - Point 1 (16 to 17 years of age)</b>			
1	9280	773.33	4.81

<b>NMW - Point 2 (18 to 20 years of age)</b>			
2	13177	1098.08	6.83

<b>NMW - Point 3 (21 to 24 years of age)</b>			
3	17711	1475.92	9.18

<b>NMW - Point 4 (25 years and above)</b>			
4	18333	1527.75	9.50

<b>Apprentice Rate</b>			
1	9280	773.33	4.81

**TEACHERS (as at 1st September 2022)**

**Teacher (Main Pay Range)**

			Daily Rate (193rds)
2	28,866	2405.50	149.56
3	31,184	2598.67	161.58
4	33,587	2798.92	174.03
5	36,232	3019.33	187.73
6	39,873	3322.75	206.60

**Teacher (Upper Pay Range)**

			Daily Rate (193rds)
1	41,337	3444.75	214.18
2	42,869	3572.42	222.12
3	44,450	3704.17	230.31

**Unqualified Teacher**

			Daily Rate (193rds)
1	19,412	1617.67	100.58
2	21,669	1805.75	112.27
3	23,926	1993.83	123.97
4	26,183	2181.92	135.66
5	28,443	2370.25	147.37
6	30,700	2558.33	159.07

**Leadership Group Range**

	Min	Max
Group 1	51,000	67,851
Group 2	53,580	73,022
Group 3	57,790	78,590
Group 4	62,111	84,581
Group 5	68,529	93,284
Group 6	73,752	102,896
Group 7	79,376	113,437
Group 8	87,545	125,210

\* Scale points to be applied **only** to head teachers at the top of the school group range in the academic year 2015/16, indicating no uplift for 2016/17.

e.g

Headteacher on Grade 12-18 (moves to sp18 on Sept 2016)  
Salary Range £51,127 - £58,677 (no uplift on point 18)

Headteacher on Grade 15-21 (moves to sp18 on Sept 2016)  
Salary Range £55,049 - £63,779 (sp18 = £59,264)

**Leading Practitioner Range**

LP01 - LP05		LP02 - LP06		LP03-LP07	
1	45,303	2	46,438	3	47,597
2	46,438	3	47,597	4	48,781
3	47,597	4	48,781	5	49,996
4	48,781	5	49,996	6	51,250
5	49,996	6	51,250	7	52,631
LP04-LP08		LP05-LP09		LP06-LP10	
4	48,781	5	49,996	6	51,250
5	49,996	6	51,250	7	52,631
6	51,250	7	52,631	8	53,843
7	52,631	8	53,843	9	55,188
8	53,843	9	55,188	10	56,607
LP07-LP11		LP08-LP12		LP09-LP13	
7	52,631	8	53,843	9	55,188
8	53,843	9	55,188	10	56,607
9	55,188	10	56,607	11	58,075
10	56,607	11	58,075	12	59,414
11	58,075	12	59,414	13	60,898
LP10-LP14		LP11-LP15		LP12-LP16	
10	56,607	11	58,075	12	59,414
11	58,075	12	59,414	13	60,898
12	59,414	13	60,898	14	62,417
13	60,898	14	62,417	15	63,970
14	62,417	15	63,970	16	65,671
LP13-LP17		LP14-LP18			
13	60,898	14	62,417		
14	62,417	15	63,970		
15	63,970	16	65,671		
16	65,671	17	67,178		
17	67,178	18	68,870		

**Leadership Pay Range**

1	45,081
2	46,208
3	47,362
4	48,542
5	49,750
6	51,000
7	52,371
8	53,580
9	54,917
10	56,328
11	57,790
12	59,122
13	60,600
14	62,111
15	63,655
16	65,349
17	66,848
18*	67,851
18	68,529
19	70,230
20	71,970
21*	73,022
21	73,752
22	75,583
23	77,454
24*	78,590
24	79,376
25	81,348
26	83,361
27*	84,581
27	85,426
28	87,545
29	89,713
30	91,946
31*	93,284
31	94,218
32	96,559
33	98,957
34	101,404
35*	102,896
35	103,925
36	106,497
37	109,144
38	111,846
39*	113,437
39	114,572
40	117,430
41	120,364
42	123,379
43	125,210

**JNC YOUTH AND COMMUNITY (as at 1st September 2022)**

SCP	FTE SALARY	MONTHLY	HOURLY	Hourly Living Wage £9.90 from 01/04/2022
	<b>CE2</b>			£19,100
05	27681	2306.75	14.35	
07	29603	2466.92	15.34	
09	33622	2801.83	17.43	
10	39419	3284.92	20.43	

SCP	FTE SALARY	MONTHLY	HOURLY
	<b>T00 1</b>		
11	25509	2125.75	13.22
12	26576	2214.67	13.78
13	27681	2306.75	14.35
14	28825	2402.08	14.94

<b>T00 2</b>			
18	32021	2668.42	16.60
19	32820	2735.00	17.01
20	33622	2801.83	17.43
21	34522	2876.83	17.89

<b>T00 3</b>			
20	33622	2801.83	17.43
21	34522	2876.83	17.89
22	35542	2961.83	18.42
23	36536	3044.67	18.94

<b>T00 4</b>			
22	35542	2961.83	18.42
23	36536	3044.67	18.94
24	37534	3127.83	19.45
25	38540	3211.67	19.98

<b>T00 4A</b>			
24	37534	3127.83	19.45
25	38540	3211.67	19.98
26	39545	3295.42	20.50
27	40550	3379.17	21.02

<b>T00 5</b>			
27	40550	3379.17	21.02
28	41568	3464.00	21.55
29	42577	3548.08	22.07
30	43588	3632.33	22.59

SCP	FTE SALARY	MONTHLY	HOURLY
	<b>T00 HRLY</b>		
05	21571	1797.58	11.18
06	21900	1825.00	11.35
07	22196	1849.67	11.50
08	22874	1906.17	11.86
09	23739	1978.25	12.30
10	24416	2034.67	12.66
11	25509	2125.75	13.22
12	26576	2214.67	13.78
13	27681	2306.75	14.35
14	28852	2404.33	14.95
15	29603	2466.92	15.34
16	30416	2534.67	15.77
17	31216	2601.33	16.18
18	32021	2668.42	16.60
19	32820	2735.00	17.01
20	33622	2801.83	17.43
21	34522	2876.83	17.89
22	35542	2961.83	18.42
23	36536	3044.67	18.94
24	37534	3127.83	19.45

**SOULBURY (as at 1st September 2021)**

SCP	FTE SALARY	MONTHLY	HOURLY
<b>EAI</b>			
01	37056	3088.00	19.21
02	38383	3198.59	19.89
03	39637	3303.09	20.54
04	40907	3408.92	21.20
05	42168	3514.00	21.86
06	43431	3619.25	22.51
07	44758	3729.84	23.20
08	46035	3836.25	23.86
09	47522	3960.17	24.63
10	48849	4070.75	25.32
11	50158	4179.84	26.00
12	51425	4285.42	26.65
13	52860	4405.00	27.40
14	54140	4511.67	28.06
15	55553	4629.42	28.79
16	56831	4735.92	29.46
17	58113	4842.75	30.12
18	59371	4947.59	30.77
19	60668	5055.67	31.45
20	61338	5111.50	31.79
21	62626	5218.84	32.46
22	63749	5312.42	33.04
23	64985	5415.42	33.68
24	66093	5507.75	34.26
25	67278	5606.50	34.87
26	68434	5702.84	35.47
27	69616	5801.34	36.08
28	70815	5901.25	36.71
29	72016	6001.34	37.33
30	73215	6101.25	37.95
31	74404	6200.34	38.57
32	75611	6300.92	39.19
33	76819	6401.59	39.82
34	78056	6504.67	40.46
35	79291	6607.59	41.10
36	80560	6713.34	41.76
37	81809	6817.42	42.40
38	83071	6922.59	43.06
39	84316	7026.34	43.70
40	85561	7130.09	44.35
41	86811	7234.25	45.00
42	88061	7338.42	45.64
43	89309	7442.42	46.29
44	90564	7547.00	46.94
45	91815	7651.25	47.59
46	93069	7755.75	48.24
47	94327	7860.59	48.89
48	95574	7964.50	49.54
49	96825	8068.75	50.19

SCP	FTE SALARY	MONTHLY	HOURLY
<b>AEP</b>			
01	30694	2557.84	15.91
02	31948	2662.34	16.56
03	33201	2766.75	17.21
04	34448	2870.67	17.86

SCP	FTE SALARY	MONTHLY	HOURLY
<b>EDPSY A</b>			
01	38865	3238.75	20.14
02	40838	3403.17	21.17
03	42811	3567.59	22.19
04	44782	3731.84	23.21
05	46755	3896.25	24.23
06	48727	4060.59	25.26
07	50584	4215.34	26.22
08	52440	4370.00	27.18
09	54179	4514.92	28.08
10	55921	4660.09	28.99
11	57544	4795.34	29.83

SCP	FTE SALARY	MONTHLY	HOURLY
<b>EDPSY B</b>			
01	48727	4060.59	25.26
02	50584	4215.34	26.22
03	52440	4370.00	27.18
04	54179	4514.92	28.08
05	55921	4660.09	28.99
06	57544	4795.34	29.83
07	58210	4850.84	30.17
08	59456	4954.67	30.82
09	60690	5057.50	31.46
10	61945	5162.09	32.11
11	63177	5264.75	32.75
12	64431	5369.25	33.40

## ALLOWANCES

### Single Status Contractual Allowances - NJC 37 Hours

Wage Type	Wage Type Text	£/Hours/Units	Comments
1015	Market Supplement £	£	Cash Amount
1020	Market Supplement %	Units	% of Annual Salary, amount auto populates
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1306	Protected Allowance	£	SOP Protected Allowance
1324	Dress Allowance	£	Cash Amount £21.81
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1421	AMHP Payment	£	£2808 PA pro rata , amount auto populates
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£32.77 per session
1620	Weekend Work	Hours	SCP * 1/2
1625	SEN	£	£527.61 PA, £43.97 monthly amount auto populates
1630	First Aid Allowance	£	£198.38 PA, £16.45 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 1, 2, and 3
1650	Market Supplement - CS	£	£5000 PA pro rata, amount auto populates
1658	Market Supplement - AS	£	£1000 PA pro rata, amount auto populates

### Single Status Contractual Allowances - JNC Craft/Assoc

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1600	Contractual Overtime	Hours	SCP * 1.5
1605	Night Allowance	Hours	SCP * 1/3
1610	Shift Allowance 10%	£	10% of Annual Salary, amount auto populates
1615	Standby Duty	Units	£32.77 per session
1620	Weekend Work	Hours	SCP * 1/2
1630	First Aid Allowance	£	£198.38 PA, £16.45 monthly amount auto populates
1632	Living Wage Supplement	£	Cash amount and only payable for scp 1, 2, and 3
1634	Tool Allowance 1	£	£200.76 PA, £16.73 monthly amount auto populates
1636	Tool Allowance 2	£	£427.56 PA, £35.63 monthly amount auto populates

### Contractual Allowances - Chief Officers

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.27 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	27 or 32 Days
1630	First Aid Allowance	£	£198.38 PA, £16.45 monthly amount auto populates

### Contractual Allowances - JNC Youth & Comm

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	34 or 39 Days (Actual AL are 30 or 35)
1630	First Aid Allowance	£	£198.38 PA, £16.45 monthly amount auto populates

**Contractual Allowances - Soulbury**

Wage Type	Wage Type Text	£/Hours/Units	Comments
1253	Travel Allowance	£	Cash Amount. Payments will be not considered unless the additional expenditure exceeds £3.03 per week and payments should continue for a period of 1 year from the date of transfer, whichever is the shorter
1403	Secondment allowance	£	Cash Amount for External Secondment
1405	Acting Up Allowance	£	Cash Amount
1510	Term Time Only Wks	Units	44 Weeks Max
1515	Term Time Leave Ent Days	Units	29 or 34 Days (Actual AL are 25 or 30)
1630	First Aid Allowance	£	£198.38 PA, £16.45 monthly amount auto populates

**Contractual Allowances - Teachers**

Wage Type	Wage Type Text	£/Hours/Units	Comments
1313	Pay Supplement	£	Cash Amount
1360	ALN - Teacher	£	Cash Amount - please refer to the minimum and maximum for each academic year below
1375	First Aid - Teachers	£	£198.38 PA, £16.45 monthly amount auto populates
1376	TLR 1 PRO RATA	£	Cash Amount - please refer to the minimum and maximum for each academic year below.
1377	TLR 2 PRO RATA	£	Cash Amount - please refer to the minimum and maximum for each academic year below
1378	Safeguard Payment	£	Fixed term cash amount - normally ends after 3 years
1386	TLR3	£	Fixed term cash amount - requires an end date, please refer to the minimum and maximum for each academic year below
1388	Discretionary Payment HT	£	Cash
1389	Discretionary Payment HT %	Units	% of Annual Salary, amount auto populates
1651	TLR 1 Full Rate	£	Cash Amount - please refer to the minimum and maximum for each academic year below. PART TIME TEACHERS ONLY
1652	TLR 2 Full Rate	£	Cash Amount - please refer to the minimum and maximum for each academic year below. PART TIME TEACHERS ONLY
1401	R & R Allowance	£	Cash Amount

Start Date	End Date	Allowance	Annual Min	Annual Max
01/09/15	31/08/16	SEN - Teacher	£2,064	£4,075
01/09/16	31/08/17	SEN - Teacher	£2,085	£4,116
01/09/17	31/08/18	SEN - Teacher	£2,106	£4,158
01/09/18	31/08/19	SEN - Teacher	£2,149	£4,242
01/09/19	31/08/20	SEN - Teacher	£2,209	£4,359
01/09/20	31/08/21	SEN - Teacher	£2,270	£4,479
01/09/21	31/08/22	ALN - Teacher	£2,310	£4,558
01/09/22		ALN - Teacher	£2,426	£4,786
01/09/15	31/08/16	TLR 1 Pro Rata	£7,546	£12,770
01/09/16	31/08/17	TLR 1 Pro Rata	£7,622	£12,898
01/09/17	31/08/18	TLR 1 Pro Rata	£7,699	£13,027
01/09/18	31/08/19	TLR 1 Pro Rata	£7,853	£13,288
01/09/19	31/08/20	TLR 1 Pro Rata	£8,069	£13,654
01/09/20	31/08/21	TLR 1 Pro Rata	£8,291	£14,030
01/09/21	31/08/22	TLR 1 Pro Rata	£8,437	£14,276
01/09/22		TLR 1 Pro Rata	£8,859	£14,990
01/09/15	31/08/16	TLR 2 Pro Rata	£2,613	£6,386
01/09/16	31/08/17	TLR 2 Pro Rata	£2,640	£6,450
01/09/17	31/08/18	TLR 2 Pro Rata	£2,667	£6,515
01/09/18	31/08/19	TLR 2 Pro Rata	£2,721	£6,646
01/09/19	31/08/20	TLR 2 Pro Rata	£2,796	£6,829
01/09/20	31/08/21	TLR 2 Pro Rata	£2,873	£7,017
01/09/21	31/08/22	TLR 2 Pro Rata	£2,924	£7,140
01/09/22		TLR 2 Pro Rata	£3,071	£7,497
01/09/15	31/08/16	TLR 3	£517	£2,577
01/09/16	31/08/17	TLR 3	£523	£2,603
01/09/17	31/08/18	TLR 3	£529	£2,630
01/09/18	31/08/19	TLR 3	£540	£2,683
01/09/19	31/08/20	TLR 3	£555	£2,757
01/09/20	31/08/21	TLR 3	£571	£2,833
01/09/21	31/08/22	TLR 3	£581	£2,883
01/09/22		TLR 3	£611	£3,028